

Regularly scheduled, sunshined HR meeting called to order at 10:03am, 10/21/24. Attendees: Fiscal Romanowski, Streets Young, Mayor Koons, Councilmen Berger and Cavanagh.

Discussion of accepting Deb Hladky resignation as PT admin. assist; Hiring of Christy Troyer as PT admin assist/police clerk @ 20 hrs/week, minimum, hopefully. Berger stated first goals are to have her work at PD and Bldg. Dept. Young stated he will need assistance at times with paperwork. Learning PD LEADS system is important. Koons mentioned to Cavanagh to make a list of ideas for Fall Fest for Troyer to develop.

Berger discussed the continuing policy proposals, still being worked; 24-4 Travel policy, which ORC already addresses, and 24-5 Employee Reviews revision. Berger continued, need for Village Vehicle policy. Discussion: No drive-homes, no extra riders.

FO discussed Health insurance costs, they will have a net raise with Medical Mutual of 4.8% for our 17 Employees. While deductibles are 3,500/7,000, Village contributes to employee HSA acct. at \$2,000/4,000, therefore lowering net deductible cost. Village will continue reimbursement for Employees \$250 if annual checkup done.

Raises discussed: SERB (State Employment Relations Board) recommends 2.75% inflation adjustment, 2024. In past 10 years, avg. negotiated wage rose 2.1%/yr. Berger stated Inflation was 2.8% this year, and asked if SRV had an excessive amount of OT this year?

FO noted that as Admins, Leslie G. makes less per hr. than Ruth G. Distinctions noted. Village Holiday Luncheon to be held Friday, December 13. Place TBD.

. Berger discussed while hiring new employee, neglected to ask for time off for pre-planned vacation. Unpaid leave, may cash-out Flex time.

Mayor discussed a letter he composed complimenting Officer Steve Brenner, asked Admin. to type for the following afternoon, not done, Mayor not notified. Cavanagh stated, lack of respect. FO apologized.

Respectfully submitted,
Ruth Cavanagh, chair